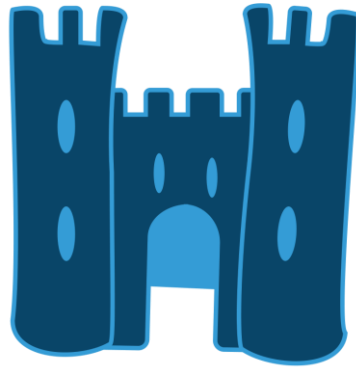


Carrowdore Primary School



Anti-Bullying Policy

Ratified by Governors on: 19-11-18

Signed: Mr C. Davidson

Introduction

Bullying can be defined as deliberately hurtful behaviour, repeated over a period of time, which produces damaging or hurtful effects, physically or emotionally to any individual. It can be planned and organised or it may be unintentional. It may be perpetrated by individuals or by groups of pupils.

Bullying can take a number of forms including:

- Physical - eg. hitting or kicking
- Verbal - eg. name calling,
- Social - eg. excluding someone from a group
- Psychological - eg. causing loss of self esteem
- Cyberbullying – eg social networking sites, instant messaging, text messages etc
- Inciting others to bully
- Victimisation
- Homophobic bullying
- Transgender bullying

However it manifests itself, bullying will not be tolerated at Carrowdore Primary School.

Aims

Carrowdore Primary School is opposed to bullying in all forms.

It is our aim

- To provide a safe and secure environment in which pupils are free from intimidation and fear.
- To foster values of tolerance and mutual self-respect through positive behaviour strategies underpinned by sound disciplinary procedures.
- To take seriously and thoroughly investigate any reported incidents.
- To act appropriately and proportionately taking all factors into consideration.
- To work in partnership with parents to promote a common value of mutual respect within the school community

Preventing Bullying

Anyone who becomes the target of bullies should inform a member of staff.

The school recognises that an important element in preventing bullying is the pupils' willingness to tell. The school will communicate to pupils the importance of the principle that 'it is right to tell' and that what they say will be taken seriously.

This will be promoted through-

- The PDMU curriculum-based learning programme from Primary 1- Primary 7
- Encouraging pupils to be vigilant in all areas of the school
- Identifying pupils who could befriend vulnerable children - Playground Buddy System

Signs of Bullying

We recognise that signs of bullying will manifest differently depending on the individual. It is important, however, that parents and school staff are aware of the signs and symptoms associated with bullying so that they can identify possible problems as early as possible. The more common signs may include:

- Physical signs e.g. physical injuries, damaged clothing or belongings with no reasonable explanation
- Emotional signs e.g. apparent changes in personality, mood swings, constant anxiety or nervousness, tearfulness, negative self image, defensiveness, generally unhappy
- Behavioural signs e.g. child becomes withdrawn, frequent unexplained absences, poor concentration, disruptive or challenging behaviour, child wanting to remain with adults
- General signs e.g. avoids entering/leaving school, appears tired and lethargic, frequently 'lose' possessions, deterioration in child's work

Responding to Bullying

It is important to note that when bullying situations occur, circumstances and personalities will vary. We recognise that isolated incidents may not constitute bullying behaviour. Therefore, the school will attempt to deal with problems accordingly, both supporting the victim and using strategies to help the bully change his or her attitude and engage in more acceptable behaviours.

When an incident occurs it will be fully investigated to ascertain the truth. Where it is proven that a child has been bullying another pupil, sanctions will be imposed in accordance with the school's discipline policy, taking into account the age and maturity of the child.

If the school finds that the situation has not been resolved by following this process or if the bullying behaviour continues, we may consider:

- Contacting the parents to arrange a meeting
- Contacting outside agencies to come into school and work with children to resolve issues

Strategies to Tackle Bullying

The school will employ the following strategies within school to promote awareness of bullying and address any incidents which may arise:

- Teaching Programme for Personal Development and Mutual Understanding (PDMU)
- Promoting and recognising positive behaviour
- Pastoral Care programmes such as the 'Helping Hands' scheme
- Positive reinforcement of appropriate behaviours
- Befriending using pupil volunteers
- Buddy System
- Mediation by adults – members of staff can assist pupils to set ground rules for behaviour
- Involvement with external agencies eg 'Familyworks' counselling services
- Recording behavioural incidents in class behavior folder to enable tracking/identification of pattern behaviours
- Formal discipline methods as set out in the school's discipline policy

Incidents Outside of School

Bullying behaviour can take place both inside and outside of school. Bullying which occurs outside of school hours or off the school premises can impact on the school day, and have implications for the parties involved when they are in school. Examples of bullying outside school may include incidents of cyberbullying; verbal or physical incidents that occur on the way to and from school; and any arguments between peers outside of school that can lead to bullying behaviour. There may also be additional problems in families and the wider community that have an impact on bullying behaviour in school, such as a climate of harassment, family feuding, domestic violence and other related behaviours.

Carrowdore Primary School will record incidents of bullying reported during the school day, while a pupil is travelling to/from school, while the pupil is in lawful charge of a member of staff or while a pupil is receiving educational provision arranged on behalf of the school and provided elsewhere than on the premises of the school.

The school encourages victims not to 'suffer in silence' and would encourage parents to make the school aware of any incidents that occur outside of school. We will always listen to parental concerns and will be vigilant in school for any behaviour which may be triggered by issues happening outside school. Any incidents which may be perceived as cyber bullying will be brought to parents' attention.

The school may also advise the parents involved on appropriate courses of action to deal with serious incidents outside school including local community police or other external agencies.

Adult Bullying

Adults may also behave in inappropriate ways towards each other. This may include incidents between staff, parents or between staff and parents.

Parental disputes can result in parents confronting each other in the school grounds, inappropriate verbal exchanges between adults in front of pupils and even physical violence. Such behaviour is not acceptable on the school grounds and will not be tolerated. Such incidents will be reported to the Principal and the Board of Governors and may result in the parents being refused entry to the school grounds.

The Senior Management and Governors of the school strive to support the health and well-being of all members of the staff team and will investigate all reports/incidents of adult bullying between staff and parents. Staff members suffering from or concerned about bullying will also be advised to contact their trade union or professional association for support and advice.

Monitoring & Review

This policy is a living document and is reviewed regularly as we assess the effectiveness of our aims. This may result in a change of organisation, method or content as required for individual circumstance.